

1 affected her. She became a diabetic, and several
2 times she was hospitalized. Our son was born a month
3 early, and he, too, stayed in the hospital for a week
4 after his birth.

5 These are some of the situations in my
6 life that makes it important to have a job. I
7 appreciate your time and listening to my story, and I
8 would just like to thank you and to say have a good
9 evening.

10 CHAIRMAN JAMES: Kasine, thank you so much
11 for being here this evening.

12 MR. BEY: thank you.

13 CHAIRMAN JAMES: Albert Dallas. Is Albert
14 Dallas in the room?

15 Scott Shuster. Welcome Scott.

16 MR. SHUSTER: Good evening.

17 It's absurd to think that anyone could
18 relate any experience or opinion with regard to the
19 vast impact of gaming in three token minutes of public
20 comment. So I'm going to speak the truth even though
21 time or other constraints has gagged them.

22 A manager threatened my job when it was

1 learned of my inclination not to follow the corporate
2 union spin when speaking before this Commission. This
3 is not the first time my job has been threatened by my
4 employer.

5 When I'm retaliated against by my
6 employer, we will see where justice and the public
7 good really lie.

8 All of this economic wonder and all of
9 this money, all of this regulation and oversight does
10 not result in an industry that is family friendly,
11 that treats its employees fairly, or acts in an
12 ethical manner in the way it conducts its business.

13 One example of the industry's undue
14 influence would be the dominance and control casinos
15 exert over the Department of Labor. I have seen it
16 with respect to the Department of Unemployment
17 Insurance. I have seen it with respect to the
18 Division of Wage and Hour.

19 Casinos regularly commit unfair labor
20 practices, maintain hostile work environments, lie
21 under oath while giving testimony at hearings, pay sub
22 minimum wage to employees working with no tip

1 opportunity, fraudulently prepare payroll, pay the
2 wrong wages, pay scales, ignoring contractually
3 guaranteed compensation, have work performed by
4 cheaper job classes, shave hours, don't pay overtime,
5 misreport benefit hours, deny worker's compensation
6 claims.

7 The list goes on and on, and I'm sure you
8 get the idea. It's a wilful, conscious business
9 decision not to address these problems.

10 My supervisors and their managers know of
11 these problems. Their directors and the vice
12 presidents know of these problems. The labor
13 relations departments know of these problems.

14 Yes, the regulatory agencies know of these
15 problems, as do others who should be extremely
16 responsive, but are not.

17 The worst part is that my union and your
18 union, Mr. Wilhelm, is helpless to address these
19 problems. These problems are systemic.

20 It is unfortunate that the industry has
21 its tentacles outreached into all areas of the body
22 politic. It has undue influence over the regulatory

1 agencies that are supposed to oversee it. The
2 tentacles are supposed to maintain a balance of
3 oversight that should act against the casino
4 industry's propensity for self-interest and to
5 maintain the public trust.

6 Many casino operators maintain a
7 regressive labor relations agenda dedicated to
8 weakening our union and maintaining a docile work
9 force and dedicated to cutting labor costs.

10 At this time the high quality livelihoods
11 the public expects casinos to provide are being
12 undermined through increasing efforts of certain
13 operators to subcontract jobs and functions that have
14 traditionally been performed in house, usually by
15 union employees.

16 Additionally, we have witnessed a
17 reengineering of jobs, down-skilling the professions
18 and the crafts traditionally held by union employees
19 for casinos at typically higher pay scales.

20 A comparable phenomenon is the
21 surreptitious downgrading of job functions and duties
22 to lower paying job classes and the movement of

1 traditional union work to more docile, less expensive
2 supervisors.

3 Clarence Williams reported in the Sun
4 Herald on line that the first task of a new Executive
5 Director of the National Gaming Impact Study
6 Commission ought to be to devise a work plan and
7 incorporate it with the initial research agenda the
8 Commission adopted.

9 CHAIRMAN JAMES: Mr. Bottino (sic), I'm
10 going to have to ask you to stop right there. That's
11 not Mr. -- that's Mr. Shuster. Mr. Shuster, I'm going
12 to have to ask you to stop there, but please know that
13 we would like you to submit your entire statement for
14 the record.

15 MR. SHUSTER: I've done that.

16 CHAIRMAN JAMES: Thank you very much.

17 Now Mr. Bottino. Thank you for being
18 here.

19 MR. BOTTINO: Good evening, Madame
20 Chairperson and Commissioners. Welcome to Atlantic
21 City.

22 My name is Joseph Bottino, and I would